



Quarterly Connection

July 2008

North Dakota Department of Corrections and Rehabilitation
3100 Railroad Avenue ♦ PO Box 1898 ♦ Bismarck, ND 58502-1898

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Director's Comments

Although we have just completed the first year of the biennium, the hard work of preparing our 2009-2011 budget request is well under way. With the physical plant needs at the North Dakota State Penitentiary (NDSP) left unresolved and delayed for an additional study by the 2007 Legislative Assembly, the building project will again be an integral component of our budget request. The cost of any prison construction grows more expensive over time and continues to prompt the same discussions and debates over why the state needs to invest any money into its correctional infrastructure. In fact, numerous studies, each with a slightly different focus, have been ongoing since 1977. Recently the question of whether the additional jail beds recently constructed around the state could be used to solve the deficits the DOCR faces with its increased inmate population. That question has been well studied a number of times and the answer remains the same – prisons and jail serve distinct and different roles.

The Department of Corrections and Rehabilitation (DOCR) has developed a statewide correctional strategy that utilizes all of our State's correctional resources in a cost-effective manner while at the same time keeping public safety the number-one priority. The strategy provides for the appropriate use of all available correctional resources; DOCR prison facilities, parole and probation, transition centers, halfway houses, drug courts, treatment centers, and regional and county jails. All of these pieces are components in the larger correctional system, but each has its own role in

promoting public safety.

The DOCR will continue to utilize regional and county jails to house state inmates. However, we cannot use jails as an alternative to incarceration at our prison facilities. The state's prison facilities, as opposed to regional or county facilities, are designed for a very different population. The idea of housing prison inmates in jail facilities has already been studied by the Legislature and rejected. The fact is individuals sentenced to the State's custody have committed more serious crimes, are sentenced to longer terms of confinement, and typically have greater criminogenic risks and needs than individuals sentenced to county jails.

DOCR prison facilities are equipped to provide the kinds of treatment necessary to rehabilitate offenders and reduce their risk of re-offending. In our prison facilities, offenders are provided with a comprehensive regimen of treatment programs that are not available in jails, including sex offender treatment, mental health and medical care. If an offender is not provided appropriate programming, the risk for re-offending is not reduced and public safety is at risk.

As part of our statewide correctional strategy, the DOCR has proposed reusing and expanding the current state prison in Bismarck by addressing its critical needs. It includes new segregation cells to keep the worst criminals separated from the rest of the prison population and to protect our correctional officers; an infirmary that will reduce the need to treat dangerous inmates outside the facility; and expanded orientation cells to house new inmates



Leann Bertsch

separately until we can determine what their health and safety risks are compared to the general population.

In response to an increase in the prison population projected by the Criminal Justice Institute, the prison plan also calls for demolition of the east cell house and construction of a replacement cell house with additional beds. These beds will house inmates in a setting where we can provide a safe and secure environment for correctional employees and inmates while delivering programming that will reduce the likelihood of inmates re-offending. The additional beds at the state penitentiary will enable the DOCR to deliver the necessary programming to more inmates and prepare them for their eventual transition back into the community. It is in this transition phase where county and regional jails make sense in the DOCR's strategy to manage its inmate population.

Regional and county jails play an important role in the larger corrections system, but they cannot substitute for the penal and treatment services we provide in our statewide system.

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JRCC Celebrates 10th Anniversary

By Don Redmann, Warden

The James River Correctional Center (JRCC) is a medium custody facility that houses male inmates and is part of the North Dakota Department of Corrections and Rehabilitation.

The facility opened in June of 1998 and is the result of renovating a building formerly used by the North Dakota State Hospital which was built in 1936. The legislature appropriated \$6,318,641 for the project; \$5,658,839 came from a Federal Crime Bill Construction grant, \$36,112 from special funds, and \$623,690 from state general funds. This medium security facility is the first secured facility built since the maximum-security facility opened in Bismarck in 1885.

On June 1, 1998, 47 females arrived at the facility. The majority of the female inmates were moved to New England in November of 2003 with the remaining higher custody female inmates remaining

until August 2004. JRCC was filled to capacity with male inmates and changed its daily operational schedule to reflect the change from a co-ed facility to an all male institution. This change reduced tensions and allowed for a reduction in security protocols that were no longer required.

The Special Assistance Unit (formerly called the Forensics Unit or High Security) can house up to 24 inmates. This unit opened in November 2002 and houses inmates who are seriously mentally ill and provides special treatment and programming to fit their needs. There are 28 staff in this unit that include a Psychologist, three licensed Social Workers, Nursing staff, a Case Manager, three Caseworkers, Correctional Officers, and an Office Assistant.

In July 2003 a food service and laundry operation was transferred from the NDSH to JRCC. Staff are responsible for planning and preparing food for the JRCC and for the State Hospital

patients. They prepare approximately 65,000 meals per month. The laundry manages approximately 45,000 pounds of laundry each month for the JRCC and the North Dakota State Hospital. Five maintenance positions were transferred at that time also.

JRCC has experienced significant growth, not only in square footage and inmate population, but we have realized growth in all the departments providing programs and services for the inmates and staff. The staff at the JRCC have done an excellent job with establishing themselves as part of the community. They have been actively involved in community events and charitable organizations such as the Polar Plunge, helping to raise thousands of dollars for the Special Olympics. It has been my honor and privilege to serve as the Warden for the JRCC and be part of a great team of people helping to protect the public and provide inmates with the opportunity to become successful citizens upon release.

Human Resource Division Adds New Staff

By Linda Houfek, HR Director

Mark Bollinger has accepted the position of Human Resource Officer I with the DOCR Central Office beginning on July 14, 2008. Mark will be located at the James River Correctional Center where he will be responsible for the daily HR functions.

Mark began his employment with the DOCR in February 2008 as a Correctional

Officer at JRCC. Prior to his employment at JRCC, he worked and retired from the Washington State Department of Corrections where he held several management and supervisory positions. While in these positions much of his duties were focused on personnel issues.

After his retirement, he and his family relocated to South Dakota where he worked in the South Dakota

correctional system. He has a BS degree in Criminology from Metropolitan State College in Denver, Colorado.



DOCR Honor Guards Participate in Community Celebrations

By Tom Erhardt, NDSP

The Department of Corrections and Rehabilitation recently created two Honor Guards, one representing Eastern ND and the other representing Western ND. "Honor Guard" is the official name of the teams. Honor Guards carry out a variety of functions, one function is that of a Color Guard. Specific Color Guard details are posting of Colors, retreat of Colors, and Presentation of Colors. Other duties of an Honor Guard usually have to do with funeral services and can include: casket watch, escorts, ramp guard, procession of casket from service to hearse, vehicle procession, firing detail, and flag folding and presentation.

The Eastern Honor Guard presented Colors in the Jamestown 125th



Pictured L to R: Julie Jansen, Christine Kinzler, Brian Dreher, Roger Benson, Michelle Entzminger, Sarena Ebel.

Anniversary Celebration parade on Saturday, July 5, 2008. Due to a tailoring error, the participants were unable to wear the official uniforms, but looked great in their correctional officer uniforms. Members of the JRCC Honor Guard are: Roger Benson, Correctional Officer; Ira Dale, Correctional Officer; Brian Dreher, Lieutenant; Sarena Ebel, Human Relations

Counselor; Julie Jansen, Correctional Caseworker; Christine Kinzler, Correctional Caseworker; and Jeff Lorenz, Safety Officer.

The Western Honor Guard provided Color Guard services in the Mandan Jaycees 4th of July parade. The three mile march down Mandan's Main Street in mid-80's heat proved to be a test for the group's first performance.

However, they never missed a step and did a great job. Director Leann Bertsch commented, "I had the opportunity to see the Honor Guard West in the Mandan 4th of July Parade and they looked impressive. The DOCR Honor Guards exemplify the pride and professionalism of our organization."

West Honor Guard members are: James Carkuff, Parole Officer-Bismarck; Joe Charvat, Lieutenant, State Penitentiary; Darin Ferderer, Parole Officer, Mandan; Gary Masching, Parole Officer, Bismarck; and Steve Renner, Correctional Officer, Missouri River Correctional Center.

If you are interested in learning more about the Honor Guard contact Jeff Lorenz at 701-253-3702 (East Honor Guard) or Tom Erhardt at 701-328-6144 (West Honor Guard).



Pictured with North Dakota Governor John Hoeven are (L to R) Joe Charvat, Steve Renner, Gary Masching, and James Carkuff.

Parole Board Meeting Dates For 2008

January 6-7	July 39-30
February 4-5	August 3-4
March 2-3	September 7-8
April 6-7	October 5-6
May 4-5	November 2-3
June 1-2	December 7-8

Parole Board Members

Parole Board Members are appointed by the Governor for a three-year term. The Parole Board Members are listed as follows:

<u>Member</u>	<u>Location</u>
John Olson, <i>Chairman</i>	Bismarck
Dr. Richard Davison	Bismarck
William Gipp	Bismarck
Everett Nels Olson	Bismarck
Budd Warren	Fargo
Beverly Adams	Fargo

Pardon Advisory Board Dates For 2008

April 8	November 6
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Pardon Advisory Board Members

Pardon Advisory Board Members are appointed by the Governor for an open ended term to include the attorney general, two members of the parole board, and 2 citizens/residents of the state. The Pardon Advisory Board Members are listed as follows:

<u>Member</u>	<u>Location</u>
Duane Dekrey, <i>Chairman</i>	Pettibone
Craig Smith	Bismarck
Wayne Stenehem	Bismarck
William Gipp	Bismarck
Beverly Adams	Fargo

Upcoming State Holidays...

SEPTEMBER 2008	
Labor Day.....	1
NOVEMBER 2008	
Veteran's Day	11
Thanksgiving Day	27
DECEMBER 2008	
Christmas Day	25

Division for Juvenile Service Assessment Center Operational

By Ron Crouse, Director of Operations, NDYCC

Effective August 1st, 2008, an Assessment Center located on the ND Youth Correctional Center will become operational. The Assessment Center will provide a central point of entry for all delinquent juveniles placed within the custody of the Division of Juvenile Services for centralized processing, evaluation/assessment and referral.

The Assessment Center program will span 14-21 days, during which a variety of assessment tools will be utilized to

provide a framework for making improved decisions by developing a more comprehensive treatment plan that best links the juvenile to the services and interventions that will provide them the treatment, skills and competences to live a crime free life. The Assessment Center will additionally increase coordination of information and services and enhance sharing of information across agency lines.

The Assessment Center for males will operate out of Brown Cottage and for females out of Maple

Cottage. Mr. Jess Friesz has been appointed the Assessment/Intake Coordinator for both males and females. Mr. Friesz' former responsibilities were that of the YCC Evaluation Program coordinator. The Assessment Center program replaces the 30-60 day Evaluation Program. The Evaluation Program served a small percentage of youth committed to the Division of Juvenile Services, whereas the Assessment Center Program will serve all youth committed to the Division of Juvenile Services at the front end of

their commitment.

The development of the Assessment Center program has progressed over a period of roughly six months, involving many staff of various disciplines from both the facility and community. We look forward to the progress of this program as it has been designed to greatly enhance the services provided to delinquent youth and their families throughout the state.

A Message From The Editor

The *DOCR Quarterly Connection Newsletter* is an official publication of the North Dakota Department of Corrections and Rehabilitation, and is published four times each year. Its goal is to enhance communication and keep staff, and all those interested, informed of developments and achievements throughout the Department.

All employees are encouraged to submit articles, letters, comments, and ideas for future issues of the *DOCR Quarterly Connection*, to be considered in the next publication.

The Editor reserves the right to edit or exclude, if deemed inappropriate, any items submitted for publication. Please email articles to:

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Medical Department Structure Changes, Unifies

By Kathy Bachmeier, Director Medical Department

A year after coming under the umbrella of the DOCR Central Office, the DOCR Medical Department has seen changes in its structure and operations. Our goal has been to unify and share resources throughout the DOCR's institutions while providing a community standard of medical care.

Missouri River Correctional Center's Medical Department was initiated with Gail Schafer RN full-time as Director of Nursing and Deb Houdek, PA doing primary care on site two days a week.

Youth Correctional Center Medical Department now is part of DOCR Medical Department Central Office. Heidi Gunsch, RN is

Director of Nursing with Deb Houdek, PA doing primary care on site two days a week.

James River Correctional Center Medical Department's Director of Nursing is Peggy Koch, RN with Deb Houdek, PA and John Hagan, MD doing primary care clinics on site. This medical team is in the process of developing a tele-medicine clinic between NDSP and JRCC.

North Dakota State Penitentiary's Director of Nursing is Beth Taghon, RN with John Hagan, MD and Deb Houdek, PA providing primary care clinics on site. This NDSP medical team provides reception and receiving activities which includes medical stabilization for the

male population entering the DOCR system.

DOCR Pharmacy is managed by Ken Johnson R.ph. This pharmacy operation supplies pharmaceuticals to NDSP, YCC, MRCC and Dakota Women Correctional and Rehabilitation Center.

Dental clinics on site are provided at YCC, JRCC and NDSP by DOCR dentist James Podrebarac, DDS.

The DOCR Medical Department team has been working the past year to evaluate an electronic medical record that will meet the needs of all DOCR Medical Departments. Next year's goal will be to have this electronic medical records system operational.

NDSP Represented at Mock Prison Riot

By Joe Charvat and Darcy Klimpel

NDSP SORT members Darcy Klimpel and Joe Charvat represented the ND-DOCR at the Mock Prison Riot on May 11-14. It was held at the former West Virginia State Penitentiary in Moundsville. The purpose of the riot is to showcase emerging corrections and law enforcement technologies and to give corrections officers and tactical team members an opportunity to use and evaluate emerging technologies in riot training scenarios. Various tactical teams use these scenarios to sharpen their skills and to use the new technology before they buy it. The scenarios ran through out the day, each day of the riot, allowing observers to watch and critique how well the team did and how well the technology performed.

During the scenarios attendees could watch or participate as a role player. Joe Charvat chose to participate, playing the role of a non compliant inmate in a dining hall scenario. The response team to this scenario was from the Wisconsin Department of Corrections. They used flash

bangs and pepper ball guns to bring the "rioters" back under control. It was a rewarding experience for both the officers and role players.

Several prisons from around the world were represented at the Mock Prison. There were representatives from Norway, Ireland, Canada, England, The Bahamas, and Singapore. Joe and Darcy met up with four Correctional Officers who worked in different prisons from Norway. During the evenings they "broke bread" together at the local steak house and found out that the two cultures are different, but the people are the same, especially the profession of Correctional Officers. No matter where a person goes in this world, Correctional Officers are the same, with



Joe Charvat playing a rioter

the same mentality and personality. Joe and Darcy learned many new Norwegian words and actually became quite fluent in the short amount of time that was spent with the Norwegians. By the way, the Norwegian word for "prison" is *fengsal*.

Joe and Darcy walked away with new friends and a fresh look at the profession of corrections.



Joe Charvat, Darcy Klimpel and COs from Norway

NDYCC Drug/Alcohol Licensure Renewed

By Ryan Kudrna
Director of Treatment Services
NDYCC

The Drug/Alcohol Department at the ND Youth Correctional Center recently participated in a Licensure Review by the ND Department of Human Services, Mental Health and Substance Abuse Services Division. The purpose of the site visit and licensure review was to review the Outpatient Services-

Adolescent ASAM Level I and Intensive Outpatient Services-Adolescent ASAM Level II.1 to determine compliance with the administrative code Chapter 75-09.1.

The review consisted of a review of client records, agency policies and requested documents regarding employees and the physical facilities. Upon

review, the Drug/Alcohol Program at NDYCC is in overall compliance with Chapter 75-09.1, and was granted a new license to operate effective May 1, 2008 through April 30, 2010.

Congratulations to Elsie Motter, LAC and Shannon Huber, LAC. Their diligence and hard work to ensure the review was successful is greatly appreciated.

DOCR PERSONNEL NEWS

New to DOCR

Division of Juvenile Services

Community Services

Juvenile Corrections Spec Cheryl Reisenauer

Youth Correctional Center

Summer Teacher..... Jill Eckroth
JSPD Kermit Harr
Summer Youth Supervisor..... Jacob Schafer
..... Nicholas Binstock

Adult Services Division

Field Services

PO II..... Chad Johnson
..... Janice Jacob
..... Erin Williams
PSI Writer..... Romi Leingang
Temp Admin Assistant Erik Bertram

Prisons Division

JRCC

Correctional Officer I..... Michael Freeman
..... Jan Otterson
Corrections Trainee..... Timothy Marshall

NDSP

Registered Nurse II Balynda Casey
..... Denise Mische

Position Changes/Promotions

Division of Juvenile Services

Youth Correctional Center

JIRS I to JIRS II..... Anthony Lafromboise

Adult Services Division

Field Services

PO II to Corrections Program Admin Kara Carr
PO II to PO II..... Rob Sanderson
Temp to Temp Admin Assist..... Kathy Sather

Prisons Division

JRCC

Temp CO to CO I Lloyd Butts
Corrections Trainee to CO II..... Patrick Job Mathew Romans
Trevor Sanders David Jung
CO I to CO II..... Lauren Bale Andrew Denno
Chris Nygaard Vance Hawks
Jeff Kiser Adam Porsborg
Michael Roehrich Christine Sly
CO II to CO III..... Roger Benson Jeffrey Brodigan
Institutional Recreation Specialist to CO III..... Jerome Huck

NDSP

Temp CO to Corrections Trainee..... Cody Dengel
..... Wendlin Rohrich
Temp CO to CO II..... Elizabeth Hopkins
Corrections Trainee to CO II..... Chad Rittenbach
..... Dustin Clausen
CO II to CO III..... Stephen Vetter
..... John Welsch
Recreation Specialist to CO III. Darcy Klimpel
Unit Manager to Deputy Warden..... Robert Heier
Case Manager to Unit Manager Steve Foster
Temp Admin Assistant to Office Assistant III Jill Simpfederfer
Temp RN to RN II..... Lisa Holst
Temp Social Worker to Social Worker II Jay Rehling
Temp Dental Assistant to Dental Assistant..... Kristy Enget
Temp Pharmacist to Pharmacist I..... Diane Schoregge

Retirements

Prisons Division

NDSP

Office Assistant III Mirna Stromme
Deputy Warden..... Robert Coad
Correctional Officer II Gary Greig

Adult Male Inmate Population Assessment

By Joshua Bearfield, Unit Manager,
Inmate Movement

On July 10, 2008 Transitional Planning Services released a population assessment of the adult male inmate population. The population assessment was initiated to help the department understand and manage offenders. The assessment presented a snapshot view of what the inmate population looked like on February 1, 2008. Some of the highlights from the assessment are included in this article.

Classification

The adult male inmate population consists of:

- 21.8% maximum custody inmates.
- 47.2% medium and medium R custody inmates.
- 30.9% minimum custody inmates.

that the department is classifying our population in a manner that is more conservative than national trends. The employees and the public should feel secure in the notion that we are classifying and thus supervising inmates in a manner that takes everyone's safety into consideration.

Interesting Parole Information

- 84% of all adult male inmates are eligible for parole.
- 70% of all maximum custody inmates are eligible for parole.
- 85% of all medium custody inmates are eligible for parole.
- 92% of all minimum custody inmates are eligible for parole.

Medium Custody Inmates

- 60% of the medium custody population is pending parole review.
- 60% of the medium custody population that is still pending parole review will see the board in 2008.

The overwhelming majority of medium custody inmates that are denied parole are being denied parole because they have not

completed treatment. Over half of them have been removed from treatment programs either because they do not want to do treatment or have been staffed out of treatment.

Minimum Custody Inmates

- 40% of the minimum custody population is still pending parole review.
- 53% will be reviewed by the parole board within 3 months.
- 75% will be reviewed by the parole board within 6 months.
- 93% will be reviewed by the parole board within 9 months.
- 60% of the minimum custody population has already seen a parole board.
- 50% of the minimum custody population receives a parole date.
- 60% will reach their parole dates in 3 months.
- 87% will reach their parole date in 6 months.
- 50% of the minimum custody population is denied parole.
- 3% percent of all minimum custody inmates have behavior violations that result in the loss of their parole date

The overwhelming majority

of minimum custody inmates that are denied parole are sex offenders or have been removed from treatment programs either because they do not want to do treatment or have been staffed out of treatment.

Housing

We house the medium custody population in the following areas:

JRCC ~52.7%
NDSP ~26.2%
TU~6.6%
BTC~4.5%
TRCC~2.9%
NCCRC Tx~2.9%
Jails~2.0%
MRCC~.004%
Jails~2.0%
MRCC~.004%
MTP~.004%

We house the minimum custody population in the following areas:

MRCC~33.6%
JRCC~23.36%
BTC~19.6%
TRCC~6.5%
NCCRC Tx~5.6%
SU~ 4.7%
Overflow~1.8%
AST Unit~1.8%
Tx Unit~ 1.8%
Jails ~less than 1%

North Dakota DOCR		National	
Maximum	22%	Maximum	10-15%
Medium	47%	Medium	35-45%
Minimum	31%	Minimum	35-40%

*National Source Data: *Classification of High Risk and Special Management Prisoners: A National Assessment of Current Practices* (Austin and McGinnis, 2004).

This information indicates

Crime Victim Coordinator Named

Heidi Francis was promoted to Crime Victim Coordinator on July 14, 2008. She has been with the DOCR since February 2007, her previous position being the Human Relations Counselor for Sex Offender Program.

Heidi has a Bachelors degree in Psychology and a

Master of Science in Criminal Justice. She has experience working at a Psychiatric Hospital and as a Child Protection Case Manager in Phoenix, Arizona.

The Crime Victim Coordinator is a very important piece of the DOCR mission since it is they who

administer, organize and evaluate the department's Victim Service Program on a statewide level. Heidi will assist crime victims with post sentencing processes which includes crises intervention, informing victims of offender status changes and their rights regarding these changes.



Cooperative Learning and Teaching at YCC

By Mary Baird, YCC

Recently the art classes of Charlene Jones, the English students of Mary Baird and the counseling students of Shannon Huber at YCC participated in a group learning/teaching project, studying the life and art of American Abstract Expressionist Jackson Pollock (1912-1956).

Students from all three areas viewed the 2000 award winning film "Pollock", which starred Ed

Harris, who also directed the film. The film vividly depicted the art, creativity and the troubled life of Jackson Pollock.

Pollock's drug of choice was alcohol. Some critics have asserted that it was the alcohol which fueled Pollock's drive to create his own unique art form. However, the students could quickly discern from the film that when his wife was able to prevent him from drinking for periods of time, these periods were his most prolific and

successful artistic phases.

After much deep and sometimes poignant class discussion, since many of the students have drug and alcohol problems of their own, students read two short biographies of Pollock and answered essay questions on them.

The final portion of the project was having the students join Mrs. Jones in her art room to try their hand at painting a "drip" or "splash" painting in the style of Jackson Pollock.

An art gallery of students' paintings was created in one of the school's hallways, much to the delight of the participating students.

Mrs. Jones, Mrs. Baird and Ms. Huber plan to continue to participate in these cooperative projects in the future, with the artists Vincent Van Gogh and Henri Toulouse Lautrec slated for the fall and winter quarters.



An example of painting style made famous by Pollock



Art gallery created of YCC students "drip" or "splash" paintings

Belated Congratulations to Parole and Probation 2007 Employees of the Year

By Janice Young, DAS Administrative Officer

Three Parole/Probation staff were named 2007 Employee of the Year at their annual banquet held in Bismarck on December 5, 2007.

Steve Hall has been employed with the DOCR since 2000 as a Parole/Probation Officer in the Minot District Office. He has a Bachelor's Degree from Minot State University and was recently promoted to Program Manager for western ND. Steve

resides in Minot with his wife, Melinda and their 2 children.

Brian Weigel has been employed with the DOCR as a Parole/Probation Officer II since 2002. In 2005 he was promoted to Parole/Probation Officer III. Brian has a Bachelor's Degree from Minot State University and resides in Bismarck with his family.

Deb Frank has been employed with the DOCR since 2000 as a Community Corrections



From left to right: Steve Hall, Deb Frank and Brian Weigel

Agent I. In 2003 she was promoted to Community Corrections Agent II. Deb

resides in Devils Lake with her husband, Jim.

The Reorganization, One Year Out

by Warren Emmer, Director
Division of Adult Services

The Division of Adult Services made its "debut" on June 1, 2007. At that time, DOCR Director Leann Bertsch appointed me as the first director of the division that had existed, in name only, since July 1989. Soon after the appointment, we set upon putting together a transition team that would transform how we did business with adult offenders. The team of twelve represented a cross section of Prisons, Field Services and Rough Rider Industries. Our team worked for the next three months organizing the assets of the Division of Adult Services (DAS). By September 2007, we had organized DAS into nine distinct work groups critical to the mission of the department. I appointed a Deputy Director to lead each group. That group, along with a special Deputy Director and an administrative officer, serves as the DAS management team and includes (years of DOCR service in parenthesis):

- Pat Bohn, Deputy Director for Transitional Planning (13 Years)
- Denny Fracassi, Deputy Director for Industries and Education (23 Years)
- Rick Hoekstra, Deputy Director for Programs (19 Years)
- Barb McGillivray, Deputy Director for Women's Services (27 Years)
- Charles Placek, Deputy Director for Administrative Services (34 Years)
- Don Redmann, Deputy Director for Medium Security Facilities (24

Years)

- Robyn Schmalenberger, Deputy Director for Transitional Facilities (14 Years)
- Tim Schuetzle, Deputy Director for Maximum Security Facilities (28 Years)
- Barney Tomanek, Deputy Director for Parole and Probation (26 Years)
- Tom Erhardt, Special Deputy Director for TPCI (12 Years)
- Janice Young, DAS Administrative Officer (17 Years)

We have made significant strides in melding our group into a cohesive team. To date, we can point to the following accomplishments:

- GATE program – raising the overall education level of our employees is critical to a successful future for our department. The Generating Access to Education (GATE) is a piece of our foundation for success.
- Honor guard – to make our department more visible in the community, an honor guard was initiated in Bismarck and Jamestown.
- Employee email accounts – in order to provide division updates to employees, email accounts were provided to all staff.
- "Ask the DAS team a question" – every question deserves an answer and employees are encouraged to get their questions answered by their supervisor. Unanswered questions can be requested on the intranet by asking the
- DAS management team.
- Postings on the DOCR intranet – to provide staff with division updates, the DAS team meeting agenda/minutes are posted. Draft policies are also posted to get staff feedback.
- Management team more visible at work place/staff meetings – I will conduct open forum/town hall meetings DAS-wide. New staff and correctional officer/peace officer graduates will be greeted by someone from the DAS management team.
- Manager/supervisor training – an internal training curriculum was developed to provide managers and supervisors with leadership tools.
- Temporary positions converted to permanent positions – to address turnover rates, the division will strive to keep temporary positions at a minimum. The DAS management team will continue to develop strategies to address salary, staff resources and equity issues.
- Work groups will be utilized to problem-solve common issues jointly, not unilaterally.

The reorganization has benefited the Transition from Prison to Community Initiative (TPCI) by efficiently managing the DOCR's resources on this state-wide effort. I chair the Transition Steering Committee which looks at barriers in the system that impedes successful offender transition. With the Division of Adult Services under one

director, we will champion the philosophy of "community safety through recidivism reduction".

It has also set a solid cornerstone which the DOCR can build upon a strong structure that most efficiently and effectively prepares the inmate for transition back to the community. We have already made strides in improving the parole process, inmate movement, case planning and stabilizing the MRCC population; and we believe that we are only on the cusp of new opportunities this reorganization will provide not only to inmates, but to our staff as well.

Finally, the reorganization has been integral in improving transitional opportunities for offenders. All DOCR transitional facilities and contract transitional facilities are under one umbrella. This has improved communication between the transitional facilities and has allowed the DOCR to more efficiently utilize transitional services. A cross-section of DOCR staff members are currently reviewing evidence-based transitional services and will be making recommendations regarding enhancements to existing transitional opportunities provided at MRCC.

Our work is now shifting to budget preparation for the 2009-2011 biennium. Each Deputy Director will put their proposed budgets together. We will process through our budget preparation the same way that we have done our other work – as a team.

National Speaker Delbert Boone Visits NDSP

By Roger M. Peet, Licensed Addiction Counselor, NDSP Treatment Unit

Delbert Boone, one of the nation's foremost experts on addiction and criminality, presented a two day training/workshop for NDDOCR staff, law enforcement and inmates. Staff training took place on April 29, 2008.

A recovering alcoholic and drug addict, Boone arrived at his current prominence the hard way. Born in Detroit January 27, 1947, he started life with high expectations. After graduating high school with honors in 1964, he attended Central Michigan University, completing his BS degree in biology in 1969.

Over the next 10 years, he worked as a high school teacher and coach, parole officer and drug counselor. Unfortunately, he became more and more involved in using drugs, beginning with alcohol and ending with cocaine and heroin. While his drug habit grew, so did its costs. The financial pressures led him to petty crime...and prison. From 1977 to 1982, Boone served four terms in Missouri and Kansas state penitentiaries.

The prison terms changed his life, but the real turning point came in 1979, when he "ran out of lies and excuses" and decided to do whatever he could to kick his 20 year drug habit. His own struggle for sobriety while incarcerated opened his eyes to the special problems of other inmates as desperately in need of help as he was.

For the past twenty-eight years, Delbert has been one of the most compelling voices on the subject of alcohol and drug abuse. Boone is President of NND, Inc., a consulting and training firm based in New York. He is a member of the National Speakers Bureau and four-time nominee for the National Council on Alcoholism's Helen B. Madden Award.

Delbert has won many Telly Awards for his training videos. His video "Marijuana" won the America Correctional Association's 1997 Second Place Film Festival Award for *Best Training Film produced by a non-correctional agency. He is one of the most sought after speakers in this field.*

Delbert's staff training focused on working with the addict/criminal from the different

perspectives of law enforcement, correctional officers, field officers, addiction counselors and administrative personnel. His personal experience being on both sides of this equation provided staff with a unique perspective on the attitude and behavior of offenders.

Delbert is best when he is in front of the inmates. With his background, he was able to use himself as a template for recovery. The title of his workshop for the inmates was, "Turning Time into Prosperity". Delbert shared how he did just that during his incarcerations and how others can do the same thing. His message was straight forward and simple.....Nothing else will happen in your life if you can't stay sober. Start practicing the attitude and behavior you need for this right now. With sobriety, all things are possible. Without it, nothing will change.

In addition to his time spent at NDSP, Delbert presented a free community workshop on Tuesday evening, April 29, 2008 at Ascension Church. About 150 people from the community attended this workshop. He appeared to create much awareness of the

problems facing our community and offered some great suggestions on how the community can take actions against the drug and alcohol problem.

On Wednesday evening, Delbert spent about 90 minutes with the kids at YCC and talked about how they can turn their lives into something more productive. He provided them with some hope and direction and was able to confront them with their behaviors.

On Thursday, Delbert was a keynote speaker at the Spring Addiction Conference at the Doublewood Inn. After all was said and done, Delbert was treated to a couple days of fishing in the great North Dakota outdoors.

I would like to thank all of the people who made it possible for Delbert to come to NDSP. Sam's Club and Wal-Mart provided grant money and the Ramkota Inn provided a room for Delbert. Thanks also to Mike Froemke and Glory White for allowing me the opportunity to pursue this and make it into a reality for the staff and inmates.

Budding Poets at YCC

By Mary Baird

The Youth Correctional Center is generally known for its troubled youth, but people who work with these young people realize that we have a great deal of talent that goes through our doors every year. Talents include artistic ability, musical ability and writing ability.

Ashley L., one of the students in Mary Baird's English 9 classes, has become well-known in Internet poetry circles. She has had several

poems published in various Internet poetry sites and has won prizes for some of them.

Her most recent submission, from the Youth Correctional Center, follows. Ashley is hoping to hear good news about this poem as the prize money is significant.

Readers will probably agree that Ashley, at a very young age, has the talented ability to make a succinct point while maintaining the integrity of the poetical form.

EIGHTEEN WAS HIS FOREVER

By Ashley L.

Eighteen floors up,
Then eighteen floors down,
They say he was dead
Before hitting the ground.
And eighteen days later
I stand by his grave
Pondering if he was stupid
Or if he was brave.
Because eighteen years living
And something went wrong
To make him think eighteen
Was eighteen too long.
And we, never knowing,
And him in the dirt
Because he never told us
Just where it hurt.
So we'll sit here with memories
Of eighteen years past,
For eighteen is forever-
But forevers don't last.

**North Dakota Department of
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State of North Dakota

WE'RE ON THE WEB!

WWW.ND.GOV/DOCR/

DOCR MISSION STATEMENT

Our Mission Is...

*To protect the public while
providing a safe and humane environment
for both adults and juveniles placed in the
Department's care and custody. The
Department will carry out the judgments of
the North Dakota courts to both
incarcerate inmates for the protection of
society and to provide rehabilitative
programs in an effort to successfully
reintegrate offenders back into society.*

2007 DOCR Service Awards

FIVE YEARS

ND YCC..... Elsie Motter
Pat Engelhart Julie Koth-Graber

Field Services Division

Sherri Allard James Carkuff
Renell Henke Suzette Schafer
Tammy Vanyo Brian Weigel

State Penitentiary..... Bradley Block
Robert Feist Derrick Glass
Lucas Held Brian Jacobson
Darcy Klimpel..... James Saylor

JRCC..... Lorin Ammon
Jeffrey Beyer Wanda Bohl
Dustin Dockter Vic Hehm
Duane Irish Jenny Keim
Mark Keyes Christine Kinzler
John Kleven Shad Koble
Teva Lange..... Jody Larson
Timothy McDermid ... Victoria Reinarts
Mitchell Seibel Roger Tanaka
Glenn Truax..... Travis Voeltz

TEN YEARS

ND YCC..... Mike Groce
Torrle Jost Ryan Kudrna

Field Services Division Darin Ferderer
Terry Grumbo..... Chad Hoornaert
Mary Kirkeby..... Sherri Prochnow
Lila Thomas Rebecca Whitney

State Penitentiary..... Barb Bailey
Joshua Bearfield..... Steven Bertsch
Corey Bohne Steven Foster
Mark Hanlon Darin Hartl
Eric Hasby David Hipsak
Ronald Kopp Kary Stoltz

JRCC
Joann Hennings..... Heather Petersen

FIFTEEN YEARS

ND YCC..... Janice Schawartzbauer
Charlene Jones..... Jess Friesz

Field Services Division

Penny Blotsky Dave Birrenkott
Steven Bohl Jennifer College
State Penitentiary..... Cherie Denning
Gary Goroski Peggy Hertz

Rough Rider Industries..... Scott Davy

TWENTY YEARS

ND YCC

Lori Fleck Judy Ringgenberg

Field Services Division..... Sandy Parent
Barbara Breiland Sharon Wagner

State Penitentiary..... Ronald Bjelland
Barbara Gross..... Nora Matthiesen
Cecilia Pederson Denise Senger
Craig Theurer Daryl Zeller

TWENTY FIVE YEARS

State Penitentiary
Flynt Hintz Donald Magstadt
Terry Moszer Darrell Wald
JRCC Jerome Huck
Rough Rider Industries..... Ron Toso

THIRTY YEARS

ND YCC..... Nancie Pierce